



CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Authorization for the City Manager to Contract for Professional Services (not to exceed \$25,000) to Conduct a Salary Survey of City Employee Positions

MEETING DATE: July 17, 2002

SUBMITTED BY: City Manager

RECOMMENDED ACTION: That the City Council authorize the City Manager to contract for professional services (not to exceed \$25,000) to conduct a salary survey of all City employee positions.

BACKGROUND INFORMATION: Individual Council Members have suggested to the City Manager that a third party be brought in to conduct a salary survey.

To determine appropriateness of compensation of City employees, the City conducts salary surveys from time to time. It has been several years since the City conducted a comprehensive survey.

Upon approval by the City Council, the City Manager will contact a minimum of three consultants to determine availability, cost, and timelines for conducting such a salary study. The City Manager will then negotiate an agreement for the professional services.

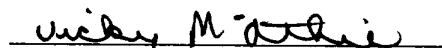
Staff will return to Council upon completion of the study with the results, and will be prepared to make a recommendation on how to further proceed.

FUNDING: \$25,000 (not to exceed) Contingency Fund

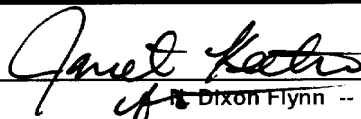
Respectfully,


H. Dixon Flynn
City Manager

Funding Available


Vicky McAthie, Finance Director

APPROVED: _____


H. Dixon Flynn -- City Manager

RESOLUTION NO. 2002-163

A RESOLUTION OF THE LODI CITY COUNCIL
AUTHORIZING THE CITY MANAGER TO CONTRACT
FOR PROFESSIONAL SERVICES TO CONDUCT A
SALARY SURVEY OF ALL CITY EMPLOYEE POSITIONS

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NOW, THEREFORE, BE IT RESOLVED, that the Lodi City Council does hereby authorize the City Manager to contract for professional services to conduct a salary survey of all City employee positions; and

BE IT FURTHER RESOLVED, that contract for said services shall not exceed \$50,000.00 and

BE IT FURTHER RESOLVED that the City Manager is hereby authorized to execute said contract on behalf of the City of Lodi

Dated: July 17, 2002

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I hereby certify that Resolution No. 2002-163 was passed and adopted by the City Council of the City of Lodi in a regular meeting held July 17, 2002 by the following vote:

AYES: COUNCIL MEMBERS – Howard, Land, Nakanishi, and Mayor Pennino

NOES: COUNCIL MEMBERS – Hitchcock

ABSENT: COUNCIL MEMBERS – None

ABSTAIN: COUNCIL MEMBERS – None



SUSAN J. BLACKSTON
City Clerk

filed 7-17-02

		MONTHLY WAGE ELECTRICAL UNIT				
		EFFECTIVE JANUARY 2, 1995				
		3.25%				
TITLE		STEP A	STEP B	STEP C	STEP D	STEP E
ELECTRIC APPARATUS MECHANIC		\$ 3,133.24	\$ 3,289.90	\$ 3,454.39	\$ 3,627.11	\$ 3,808.47
ELECTRIC FOREMAN/FOREWOMAN		\$ 3,627.96	\$ 3,809.36	\$ 3,999.83	\$ 4,199.82	\$ 4,409.81
ELECTRIC LINEMAN/LINEWOMAN		\$ 3,298.15	\$ 3,463.05	\$ 3,636.21	\$ 3,818.02	\$ 4,008.92
ELECTRIC METER TECHNICIAN		\$ 3,627.96	\$ 3,809.36	\$ 3,999.83	\$ 4,199.82	\$ 4,409.81
ELECTRIC TROUBLESHOOTER		\$ 3,463.05	\$ 3,636.21	\$ 3,818.02	\$ 4,008.92	\$ 4,209.36
ELECTRICAL DRAFTING TECHNICIAN *		\$ 2,968.33	\$ 3,116.75	\$ 3,272.59	\$ 3,436.22	\$ 3,608.03
ELECTRICAL ESTIMATOR		\$ 3,792.87	\$ 3,982.51	\$ 4,181.64	\$ 4,390.72	\$ 4,610.26
ELECTRICAL ESTIMATOR ASSISTANT		\$ 3,298.15	\$ 3,463.05	\$ 3,636.21	\$ 3,818.02	\$ 4,008.92
ELECTRICAL TECHNICIAN		\$ 3,545.51	\$ 3,722.78	\$ 3,908.92	\$ 4,104.37	\$ 4,309.59
ELECTRICIAN		\$ 3,298.15	\$ 3,463.05	\$ 3,636.21	\$ 3,818.02	\$ 4,008.92
METERING ELECTRICIAN		\$ 3,298.15	\$ 3,463.05	\$ 3,636.21	\$ 3,818.02	\$ 4,008.92
UTILITY SERVICE OPERATOR - RELIEF		\$ 3,545.51	\$ 3,722.78	\$ 3,908.92	\$ 4,104.37	\$ 4,309.59
UTILITY SERVICE OPERATOR I		\$ 2,803.43	\$ 2,943.60	\$ 3,090.78	\$ 3,245.32	\$ 3,407.58
UTILITY SERVICE OPERATOR II		\$ 3,298.15	\$ 3,463.05	\$ 3,636.21	\$ 3,818.02	\$ 4,008.92
* The salary for this class has been adjusted an additional 10%						
		MONTHLY WAGE ELECTRICAL UNIT				
		EFFECTIVE JANUARY 1, 1996				
		3.25%				
TITLE		STEP A	STEP B	STEP C	STEP D	STEP E
ELECTRIC APPARATUS MECHANIC		\$ 3,235.07	\$ 3,396.83	\$ 3,566.67	\$ 3,745.00	\$ 3,932.25
ELECTRIC FOREMAN/FOREWOMAN		\$ 3,745.87	\$ 3,933.16	\$ 4,129.82	\$ 4,336.31	\$ 4,553.13
ELECTRIC LINEMAN/LINEWOMAN		\$ 3,405.34	\$ 3,575.60	\$ 3,754.38	\$ 3,942.10	\$ 4,139.21
ELECTRIC METER TECHNICIAN		\$ 3,745.87	\$ 3,933.16	\$ 4,129.82	\$ 4,336.31	\$ 4,553.13
ELECTRIC TROUBLESHOOTER		\$ 3,575.60	\$ 3,754.38	\$ 3,942.10	\$ 4,139.21	\$ 4,346.17
ELECTRICAL DRAFTING TECHNICIAN		\$ 3,064.80	\$ 3,218.04	\$ 3,378.95	\$ 3,547.89	\$ 3,725.29
ELECTRICAL ESTIMATOR		\$ 3,916.14	\$ 4,111.94	\$ 4,317.54	\$ 4,533.42	\$ 4,760.09
ELECTRICAL ESTIMATOR ASSISTANT		\$ 3,405.34	\$ 3,575.60	\$ 3,754.38	\$ 3,942.10	\$ 4,139.21
ELECTRICAL TECHNICIAN		\$ 3,660.74	\$ 3,843.77	\$ 4,035.96	\$ 4,237.76	\$ 4,449.65
ELECTRICIAN		\$ 3,405.34	\$ 3,575.60	\$ 3,754.38	\$ 3,942.10	\$ 4,139.21
METERING ELECTRICIAN		\$ 3,405.34	\$ 3,575.60	\$ 3,754.38	\$ 3,942.10	\$ 4,139.21
UTILITY SERVICE OPERATOR - RELIEF		\$ 3,660.74	\$ 3,843.77	\$ 4,035.96	\$ 4,237.76	\$ 4,449.65
UTILITY SERVICE OPERATOR I		\$ 2,894.54	\$ 3,039.26	\$ 3,191.23	\$ 3,350.79	\$ 3,518.33
UTILITY SERVICE OPERATOR II		\$ 3,405.34	\$ 3,575.60	\$ 3,754.38	\$ 3,942.10	\$ 4,139.21
		MONTHLY WAGE ELECTRICAL UNIT				
		EFFECTIVE DECEMBER 30, 1996				
		3.25%				
TITLE		STEP A	STEP B	STEP C	STEP D	STEP E
ELECTRIC APPARATUS MECHANIC		\$ 3,340.21	\$ 3,507.22	\$ 3,682.59	\$ 3,866.71	\$ 4,060.05
ELECTRIC FOREMAN/FOREWOMAN		\$ 3,867.61	\$ 4,060.99	\$ 4,264.04	\$ 4,477.24	\$ 4,701.11
ELECTRIC LINEMAN/LINEWOMAN		\$ 3,516.01	\$ 3,691.81	\$ 3,876.40	\$ 4,070.22	\$ 4,273.73
ELECTRIC METER TECHNICIAN		\$ 3,867.61	\$ 4,060.99	\$ 4,264.04	\$ 4,477.24	\$ 4,701.11
ELECTRIC TROUBLESHOOTER		\$ 3,691.81	\$ 3,876.40	\$ 4,070.22	\$ 4,273.73	\$ 4,487.42
ELECTRICAL DRAFTING TECHNICIAN		\$ 3,164.41	\$ 3,322.63	\$ 3,488.76	\$ 3,663.20	\$ 3,846.36
ELECTRICAL ESTIMATOR		\$ 4,043.41	\$ 4,245.58	\$ 4,457.86	\$ 4,680.76	\$ 4,914.79
ELECTRICAL ESTIMATOR ASSISTANT		\$ 3,516.01	\$ 3,691.81	\$ 3,876.40	\$ 4,070.22	\$ 4,273.73
ELECTRICAL TECHNICIAN		\$ 3,779.71	\$ 3,968.70	\$ 4,167.13	\$ 4,375.49	\$ 4,594.26
ELECTRICIAN		\$ 3,516.01	\$ 3,691.81	\$ 3,876.40	\$ 4,070.22	\$ 4,273.73
METERING ELECTRICIAN		\$ 3,516.01	\$ 3,691.81	\$ 3,876.40	\$ 4,070.22	\$ 4,273.73
UTILITY SERVICE OPERATOR - RELIEF		\$ 3,779.71	\$ 3,968.70	\$ 4,167.13	\$ 4,375.49	\$ 4,594.26
UTILITY SERVICE OPERATOR I		\$ 2,988.61	\$ 3,138.04	\$ 3,294.94	\$ 3,459.69	\$ 3,632.67
UTILITY SERVICE OPERATOR II		\$ 3,516.01	\$ 3,691.81	\$ 3,876.40	\$ 4,070.22	\$ 4,273.73

1997
Salary

Now 1/95-1/9

Electric Utility
Classification & Compensation Plan
General Wage Increase

Attachment A

Title	OCC	Step A	Step B	Step C	Step D	Step E
* Construction/Maintenance Supervisor	119	4,683.69	4,916.66	5,161.26	5,418.05	5,687.69
* Electric Apparatus Mechanic	136	3,751.95	3,938.33	4,134.01	4,339.44	4,555.15
Electric Foreman/Forewoman	240	4,124.68	4,329.66	4,544.91	4,770.86	5,008.18
Electric Lineman/Linewoman	237	3,751.95	3,938.33	4,134.01	4,339.44	4,555.15
Electric Meter Technician	145	4,124.68	4,329.66	4,544.91	4,770.86	5,008.18
Electric Troubleshooter	146	3,938.33	4,134.01	4,339.44	4,555.15	4,781.65
Electrical Drafting Technician	143	3,379.26	3,546.99	3,723.09	3,907.99	4,102.15
Electrical Estimator	132	4,311.01	4,525.35	4,750.33	4,986.62	5,234.68
Electrical Estimator Assistant	133	3,751.95	3,938.33	4,134.01	4,339.44	4,555.15
Electrical Technician	138	4,031.48	4,231.82	4,442.16	4,663.03	4,894.91
Electrician	153	3,751.95	3,938.33	4,134.01	4,339.44	4,555.15
Metering Electrician	144	3,751.95	3,938.33	4,134.01	4,339.44	4,555.15
* Senior Electrical Estimator	131	4,683.69	4,916.66	5,161.26	5,418.05	5,687.69
* Senior Troubleshooter		4,124.68	4,329.66	4,544.91	4,770.86	5,008.18
* Utility Service Operator - Relief	137	4,217.82	4,427.50	4,647.63	4,878.75	5,121.42
Utility Service Operator I	421	3,192.94	3,351.31	3,517.64	3,692.28	3,875.63
* Utility Service Operator II	420	3,938.33	4,134.01	4,339.44	4,555.15	4,781.65

* Salaries effective
2/98 (when new man in
place) 6.5% increase
overall

CURRENT SALARY

Title	Step A	Step B	Step C	Step D	Step E
Fire Fighter I	\$2,672.00	\$2,805.57	\$2,945.88	\$3,093.14	\$3,247.84
Fire Fighter II	\$2,945.88	\$3,093.14	\$3,247.84	\$3,410.20	\$3,580.71
Fire Engineer	\$3,247.84	\$3,410.20	\$3,580.71	\$3,759.75	\$3,947.78
Fire Captain	\$3,759.75	\$3,947.78	\$4,145.15	\$4,352.40	\$4,570.04

SALARY AFTER 12.25% INCREASE

Title	Step A	Step B	Step C	Step D	Step E
Fire Fighter I	\$2,999.32	\$3,149.25	\$3,306.75	\$3,472.05	\$3,645.70
Fire Fighter II	\$3,306.75	\$3,472.05	\$3,645.70	\$3,827.95	\$4,019.35
Fire Engineer	\$3,645.70	\$3,827.95	\$4,019.35	\$4,220.32	\$4,431.38
Fire Captain	\$4,220.32	\$4,431.38	\$4,652.93	\$4,885.57	\$5,129.87

UFL 1/2001

Agency	Top Step Monthly Salary	Employee Pers Contribution Included In Salary	% included in Salary	Final Monthly Salary
Chico	\$5,361.00	N/A	N/A	\$5,361.00
Clovis	\$5,388.00	N/A	N/A	\$5,388.00
Davis	\$5,529.00	N/A	N/A	\$5,529.00
Farifield	\$6,074.00	Yes	9%	\$5,572.00
Manteca	\$4,737.00	N/A	N/A	\$4,737.00
Merced	\$4,795.00	N/A	N/A	\$4,795.00
Modesto	\$5,184.00	N/A	N/A	\$5,184.00
Redding	\$4,487.00	N/A	N/A	\$4,487.00
Roseville	\$5,642.00	N/A	N/A	\$5,642.00
Stockton	\$6,266.00	N/A	N/A	\$6,266.00
Tracy	\$5,391.00	N/A	N/A	\$5,391.00
Turlock	\$5,209.00	N/A	N/A	\$5,209.00
Vacaville	\$6,503.00	Yes	9%	\$5,966.00
Visalia	\$4,968.00	N/A	N/A	\$4,968.00
Woodland	\$4,845.00	N/A	N/A	\$4,845.00

City of Lodi	\$5,283.00	N/A	N/A	\$5,283.00
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Average \$5,289.00
 \$ Differential \$6.00
 % Below Mean 0.100%

UFL 1/2002

City of Lodi
M and O Internal Salary Relationships

Classification	Current Top Step	Recommended Top Step	\$ Diff	% Diff	Internal Alignment
Park Supervisor	\$3,656	\$3,889	\$233	6.0%	Approx 15% above Sr Bldg Maint Worker
Senior Building Maintenance Worker	\$3,251	\$3,382	\$131	3.9%	Approx 10% above Bldg Maint Worker
Building Maintenance Worker	\$2,888	\$3,074	\$186	6.1%	Approx 5% above Maint Worker II
Park Maintenance Worker III	\$3,057	\$3,068	\$11	0.4%	Approx 10% above Park Maint Worker II
Park Maintenance Worker II	\$2,719	\$2,789	\$70	2.5%	Benchmark; set to market
Park Maintenance Worker I	\$2,430	\$2,535	\$105	4.2%	Approx 10% below Park Maint Worker II
Tree Operations Supervisor	\$3,838	\$4,084	\$246	6.0%	Same as Street Supervisor
Water/Wastewater Supervisor	\$4,030	\$4,459	\$429	9.6%	Approx 15% above Sr P & E Mechanic
Street Supervisor	\$3,839	\$4,084	\$245	6.0%	Approx 5% above Parks Supervisor
Water/WW Maintenance Worker III	\$3,134	\$3,221	\$87	2.7%	Approx 10% above Maint Worker II
Street Maintenance Worker III	\$3,134	\$3,221	\$87	2.7%	Approx 10% above Maint Worker II
Maintenance Worker II	\$2,788	\$2,928	\$140	4.8%	Benchmark; set to market
Maintenance Worker I	\$2,491	\$2,662	\$171	6.4%	Approx 10% below Maint Worker II
Laborer	\$2,259	\$2,420	\$161	6.6%	Approx 10% below Maint Worker I
Street Cleanup Worker II	\$2,719	\$2,789	\$70	2.5%	Approx 5% below Maint Worker II
Street Cleanup Worker I	\$2,430	\$2,535	\$105	4.1%	Approx 10% below Street Cleanup Wkr II
Equipment Maintenance Supervisor	\$4,081	\$4,215	\$134	3.2%	Approx 15% above Lead Equip Mechanic
Lead Equipment Mechanic	\$3,710	\$3,665	-\$45	-1.2%	Approx 10% above Hvy Equip Mechanic
Heavy Equipment Mechanic	\$3,373	\$3,332	-\$41	-1.2%	Benchmark; set to market
Welder-Mechanic	\$3,373	\$3,332	-\$41	-1.2%	Same as Heavy Equipment Mechanic
Equipment Service Worker	\$2,773	\$2,777	\$4	0.1%	Approx 20% below Hvy Equip Mechanic
Parts Clerk	New Class	\$2,644	-----	-----	Approx 5% below Equipment Svc Wkr
Water Conservation Coordinator	\$2,483	\$2,713	\$230	8.5%	Approx 10% below Lab Tech I
Chief Wastewater Plant Operator	\$3,955	\$4,459	\$504	11.3%	Approx 15% above Sr P & E Mechanc

City of Lodi
M and O Internal Salary Relationships

Classification	Current Top Step	Recommended Top Step	\$ Diff	% Diff	Internal Alignment
Senior Plant and Equipment Mechanic	\$3,709	\$3,878	\$169	4.3%	Approx 10% above P & E Mechanic
Plant and Equipment Mechanic	\$3,371	\$3,525	\$154	4.4%	Benchmark; set to market
Wastewater Plant Operator II	\$3,394	\$3,333	-\$61	-1.8%	Benchmark; set to market
Wastewater Plant Operator I	\$3,033	\$3,030	-\$3	-0.1%	Approx 10% below WW Plant Operator II
Laboratory Services Supervisor	\$3,967	\$4,459	\$492	11.0%	Same as Chief WW Plant Operator
Water/Wastewater Inspector	\$3,606	\$3,878	\$272	7.0%	Approx 15% below Lab Svcs Supervisor
Laboratory Technician II	\$3,278	\$3,283	\$5	0.2%	Benchmark; set to market
Laboratory Technician I	\$2,973	\$2,985	\$12	0.4%	Approx 10% below Lab Technician II

Appendix B
City of Lodi
General Services Internal Salary Relationships

Old Classification	New Classification	Current Top Step	Recommended Top Step	\$ Diff	% Diff	Internal Alignment
Administrative Support						
Department Secretary	Administrative Secretary	\$2,846	\$3,140	\$294	9.4%	Benchmark; set to market
Supervising Administrative Clerk	Office Supervisor	\$2,612	\$3,140	\$528	16.8%	Same as Administrative Secretary
Administrative Clerk III	Senior Administrative Clerk	\$2,382	\$2,630	\$248	9.4%	Approx 10% above Administrative Clerk
Administrative Clerk II	Administrative Clerk	\$2,260	\$2,391	\$131	5.5%	Benchmark; set to market
Data Processing Operations Specialist	Information Systems Specialist	\$2,835	\$3,140	\$305	9.7%	Same as Administrative Secretary
Community Development						
Associate Planner	Associate Planner	\$4,157	\$4,445	\$288	6.5%	Benchmark; set to market
Assistant Planner	Assistant Planner	\$3,770	\$4,041	\$271	6.7%	Approx 10% below Associate Planner
Junior Planner	Junior Planner	\$3,420	\$3,674	\$254	6.9%	Approx 10% below Assistant Planner
Senior Building Inspector	Senior Building Inspector	\$4,203	\$4,359	\$156	3.6%	Approx 10% above Building Inspector II
Building Inspector II	Building Inspector II	\$3,810	\$3,963	\$153	3.9%	Benchmark; set to market
Building Inspector I	Building Inspector I	\$3,437	\$3,603	\$166	4.6%	Approx 10% below Building Inspector II
Community Improvement Officer	Community Improvement Officer II	\$3,437	\$3,774	\$337	8.9%	Approx 5% below Building Inspector II
New Class	Community Improvement Officer I	New Class	\$3,431	-----	-----	Approx 10% below Comm Improvement Off II
Finance						
Support Services Supervisor	Finance Technician	New Class	\$3,175	-----	-----	Approx 10% above Senior Customer Svc Rep
Accounting Technician	Finance Technician	New Class	\$3,175	-----	-----	Approx 10% above Senior Customer Svc Rep
Accounting Clerk	Accounting Clerk II	\$2,425	\$2,624	\$199	7.6%	Benchmark; set to market
New Class	Accounting Clerk I	New Class	\$2,385	-----	-----	Approx 10% below Accounting Clerk II
New Class	Customer Service Supervisor	New Class	\$3,651	-----	-----	Approx 15% above Finance Technician
Senior Accounting Clerk	Senior Customer Service Representative	New Class	\$2,886	-----	-----	Approx 10% above Customer Svc Rep II
New Class	Customer Service Representative II	New Class	\$2,624	-----	-----	Same as Accounting Clerk II
New Class	Customer Service Representative I	New Class	\$2,385	-----	-----	Approx 10% below Customer Svc Rep II
Customer Service Supervisor	Field Services Supervisor	\$3,394	\$3,717	\$323	8.7%	Approx 15% above Field Services Rep
Account Collector	Field Services Representative	\$2,932	\$3,232	\$300	9.3%	Approx 10% above Meter Reader
Meter Reader	Meter Reader	\$2,716	\$2,938	\$222	7.6%	Benchmark; set to market
Parking Enforcement Assistant	Parking Enforcement Assistant	\$2,542	\$2,703	\$161	6.0%	Benchmark; set to market
Buyer	Buyer	\$3,153	\$3,641	\$488	13.4%	Benchmark; set to market
Senior Storekeeper/Buyer	Senior Storekeeper	\$3,040	\$3,166	\$126	4.0%	Approx 15% below Buyer
Storekeeper	Storekeeper	\$2,625	\$2,878	\$253	8.8%	Approx 10% below Senior Storekeeper
Purchasing Assistant	Purchasing Assistant	\$2,485	\$2,499	\$14	0.6%	Approx 5% below Accounting Clerk II

* The current top step salaries are prior to the July 1, 2000 3.55 cost of living increase

Appendix B
City of Lodi
General Services Internal Salary Relationships

Old Classification	New Classification	Current Top Step	Recommended Top Step	\$ Diff	% Diff	Internal Alignment
Library						
Librarian II	Librarian II	\$3,449	\$3,848	\$399	10.4%	Approx 5% below Assistant Planner
Librarian I	Librarian I	\$3,128	\$3,499	\$371	10.6%	Approx 10% below Librarian II
Senior Library Assistant	Senior Library Assistant	\$2,635	\$2,762	\$127	4.6%	Approx 10% above Library Assistant
Library Assistant	Library Assistant	\$2,386	\$2,511	\$125	5.0%	Approx 5% above Admin Clerk
Parks and Recreation						
Parks Project Coordinator	Parks Project Coordinator	\$3,915	\$4,418	\$503	11.4%	Same as Senior Engineering Technician
Program Coordinator	Parks Program Specialist	\$3,225	\$3,682	\$457	12.4%	Approx 20% below Parks Project Coordinator
Police						
Police Records Clerk Supervisor	Police Records Clerk Supervisor	\$2,728	\$2,905	\$177	6.1%	Approx 15% above Police Records Clerk II
Police Records Clerk III	Senior Police Records Clerk	\$2,501	\$2,779	\$278	10.0%	Approx 10% above Police Records Clerk II
Police Records Clerk II	Police Records Clerk II	\$2,373	\$2,526	\$153	6.1%	Benchmark; set to market
Police Records Clerk I	Police Records Clerk I	\$2,260	\$2,296	\$36	1.6%	Approx 10% below Police Records Clerk II
Animal Control Officer	Animal Services Officer	\$2,727	\$2,924	\$197	6.7%	Benchmark; set to market
Assistant Animal Control Officer	Assistant Animal Services Officer	\$2,472	\$2,658	\$186	7.0%	Approx 10% below Animal Services Officer
Public Works						
Associate Traffic Engineer	Associate Traffic Engineer	\$4,523	\$5,346	\$823	15.4%	Same as Associate Civil Engineer
Associate Civil Engineer	Associate Civil Engineer	\$4,523	\$5,346	\$823	15.4%	Benchmark; set to market
Assistant Engineer	Assistant Engineer	\$4,305	\$4,860	\$555	11.4%	Approx 10% below Associate Civil Engineer
Junior Engineer	Junior Engineer	\$3,903	\$4,418	\$515	11.7%	Approx 10% below Assistant Engineer
Engineering Tech. Supervisor	Senior Engineering Technician	\$3,915	\$4,418	\$503	11.4%	Same as Junior Engineer
Senior Engineering Technician	Senior Engineering Technician	\$3,915	\$4,418	\$503	11.4%	Same as Junior Engineer
Engineering Technician II	Engineering Technician II	\$3,378	\$4,017	\$639	15.9%	Approx 10% below Senior Eng Technician
Engineering Technician I	Engineering Technician I	\$3,059	\$3,651	\$592	16.2%	Approx 10% below Eng Technician II
Public Works Inspector II	Public Works Inspector II *	\$3,953	\$3,963	\$10	0.3%	Same as Building Inspector II
Public Works Inspector I	Public Works Inspector I	\$3,582	\$3,603	\$21	0.6%	Approx 10% below PW Inspector II

* The current top step salaries are prior to the July 1, 2000 3.55 cost of living increase

Appendix B
City of Lodi
Finance Internal Salary Relationships

Old Classification	New Classification	Current Top Step	Recommended Top Step	\$ Diff	% Diff	Internal Alignment
<i>Accounting Support</i>						
Support Services Supervisor	Finance Technician	New Class	\$3,175	-----	-----	Approx 10% above Senior Customer Svc Rep
Accounting Technician	Finance Technician	New Class	\$3,175	-----	-----	Approx 10% above Senior Customer Svc Rep
Accounting Clerk	Accounting Clerk II	\$2,425	\$2,624	\$199	7.6%	Benchmark; set to market
New Class	Accounting Clerk I	New Class	\$2,385	-----	-----	Approx 10% below Accounting Clerk II
<i>Customer Service</i>						
New Class	Customer Service Supervisor	New Class	\$3,651	-----	-----	Approx 15% above Finance Technician
Senior Accounting Clerk	Senior Customer Service Representative	New Class	\$2,886	-----	-----	Approx 10% above Customer Svc Rep II
New Class	Customer Service Representative II	New Class	\$2,624	-----	-----	Same as Accounting Clerk II
New Class	Customer Service Representative I	New Class	\$2,385	-----	-----	Approx 10% below Customer Svc Rep II
Customer Service Supervisor	Field Services Supervisor	\$3,394	\$3,717	\$323	8.7%	Approx 15% above Field Services Rep
Account Collector	Field Services Representative	\$2,932	\$3,232	\$300	9.3%	Approx 10% above Meter Reader
Meter Reader	Meter Reader	\$2,716	\$2,938	\$222	7.6%	Benchmark; set to market
Parking Enforcement Assistant	Parking Enforcement Assistant	\$2,542	\$2,703	\$161	6.0%	Benchmark; set to market
<i>Purchasing</i>						
Buyer	Buyer	\$3,153	\$3,641	\$488	13.4%	Benchmark; set to market
Senior Storekeeper/Buyer	Senior Storekeeper	\$3,040	\$3,166	\$126	4.0%	Approx 15% below Buyer
Storekeeper	Storekeeper	\$2,625	\$2,878	\$253	8.8%	Approx 10% below Senior Storekeeper
Purchasing Assistant	Purchasing Assistant	\$2,485	\$2,499	\$14	0.6%	Approx 5% below Accounting Clerk II

City of Lodi
Confidential Internal Salary Relationships

Classification	Current Top Step	Recommended Top Step	\$ Diff	% Diff	Internal Alignment
Administrative Clerk - Confidential	\$2,316	\$2,511	\$194	7.75%	Approx 5% above Administrative Clerk
Deputy City Clerk	\$2,739	\$3,331	\$592	17.77%	Benchmark; set to market
Human Resources Technician	\$2,876	\$3,115	\$239	7.67%	Benchmark; set to market
Legal Secretary	\$3,274	\$3,678	\$404	10.99%	Approx 5% below Secty to the City Manager
Secretary to the City Manager	\$3,439	\$3,862	\$423	10.95%	Benchmark; set to market

* The current top step salaries are prior to the July 1, 2000 3.5% cost of living increase

Police Officers Association of Lodi - Salary Survey

City of Lodi

June 1999

	CITY	Top Step Label	Top Step Monthly Salary	Top Step Effective Period	Date of Next Increase	Amount of Next Projected Increase
1	CHICO	G	\$3,850	12/20/98-1/1/00	1/2/2000*	4%
2	CLOVIS	E	\$4,454	7/1/98-6/30/99	7/1/1999*	2.50%
3	DAVIS	5	\$4,272	7/1/98-6/30/99	7/1/1999*	3%
4	FAIRFIELD	10	\$4,416	11/21/97-12/31/99	N/A	N/A
5	MANTECA	E	\$4,029	1/1/99-12/31/99	1/1/2000*	3%
6	MERCED	5	\$3,936	12/28/98-12/31/99	1/1/2000*	4.75%
7	MODESTO	E	\$4,077	4/27/99-12/20/99	N/A	N/A
8	REDDING	8	\$4,169	3/21/99-9/18/99	9/19/1999*	2.50%
9	ROSEVILLE	G	\$4,079	1/2/99-12/31/99	N/A	N/A
10	STOCKTON	9	\$4,163	1/1/99-12/31/99	1/1/2000*	2.50%
11	TRACY	5	\$4,153	1/1/99-6/30/99	7/1/1999*	3.70%
12	TURLOCK	5	\$4,063	10/1/98-9/30/99	10/1/1999*	4%
13	VACAVILLE	E	\$4,295	7/1/98-6/30/99	7/1/1999*	3%
14	VISALIA	Maximum	\$3,582	-	-	-
15	WOODLAND	E	\$3,388	1/1/99-6/30/99	N/A	N/A
	LODI	E	\$3,975	10/1/98-10/1/99	N/A	N/A

Average **\$4,062**
Difference **\$87** 2.19%

Fairfield's MOU has expired. As of 4/28/99 they were still in negotiations.

* Top step shown, for every surveyed City, is the figure that will be in effect after the date of their next increase

LPDA Salary Survey

	CITY	Title	Top Step Label	Top Step Monthly Salary	Top Step Effective Increase	Date of Next Increase	Amount of Next Projected Increase
1	CHICO	Public Safety Dispatcher	F	\$ 2,594.80	1/1/98		MOU Expires 12/31/98
2	CLOVIS	Public Safety Dispatcher	E	\$ 3,049.00	7/1/99		MOU Expires 6/30/00
3	DAVIS	Communications Dispatch II	5	\$ 3,154.36	6/28/99	6/26/00	2% (+ 2% 12/25/00)
4	FAIRFIELD	Dispatcher		\$ 3,581.00	2/12/99	2/1/00	3.2%
5	MANTECA	Public Safety Dispatcher II	E	\$ 3,051.00	1/1/99	1/1/00	3.0%
6	MERCED	Dispatcher II	5	\$ 2,895.00	1/1/99	1/1/00	2.50%
7	MODESTO	N/A					
8	REDDING	N/A					
9	ROSEVILLE	Dispatcher II	E	\$ 2,981.59	1/2/99		MOU Expires 12/31/99
10	STOCKTON	Police Telecommunicator II	(5)	\$ 3,295.00	1/1/99	1/1/00	80% CPI-W
11	TRACY	Communications Operator II	(5)	\$ 3,133.47	1/1/99		MOU Expires 12/31/99
12	TURLOCK	Emergency Service Dispatcher II	E	\$ 2,915.00	10/1/98	10/1/99	4%
13	VACAVILLE	Dispatcher	E	\$ 3,263.81	7/1/99	1/1/00	3%
14	VISALIA	Communication Operator		\$ 2,688.25			
15	WOODLAND	N/A					
	AVERAGE			\$ 3,050.19			
	LODI	Dispatcher/Jailer		\$ 3,029.85			0.067% Less Than Average
	ROSEVILLE	Correctional Officer II	E	\$ 3,020.38	1/2/99		MOU Expires 12/31/99

LPDA October 1999

EXHIBIT A

Classification	Proposed Salary Range w/cola				
	A	B	C	D	E
Deputy City Attorney II	4,960	5,208	5,469	5,742	6,029
proposed range	4,863	5,106	5,361	5,630	5,911
current range	4,269	4,482	4,706	4,941	5,188
Deputy City Attorney I	4,134	4,340	4,557	4,785	5,025
proposed range	4,053	4,255	4,468	4,691	4,926
current range	3,512	3,688	3,872	4,066	4,269
Information Systems Manager	4,682	4,917	5,162	5,421	5,692
proposed range	4,591	4,820	5,061	5,314	5,580
current range	4,740	4,977	5,225	5,487	5,761
Information Systems Coordinator	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,449	3,622	3,803	3,993	4,193
Network Administrator	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,506	3,682	3,866	4,059	4,262
Data Processing Manager	4,257	4,470	4,693	4,928	5,174
proposed range	4,174	4,382	4,601	4,831	5,073
current range	4,438	4,660	4,893	5,138	5,395
Senior Programmer Analyst	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,506	3,682	3,866	4,059	4,262
Administrative Assistant	3,425	3,597	3,777	3,965	4,164
proposed range	3,358	3,526	3,702	3,888	4,082
current range	3,217	3,378	3,546	3,724	3,910
Senior Services Coordinator	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	3,076	3,230	3,391	3,561	3,739
Arts Coordinator	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	2,972	3,120	3,276	3,440	3,612
Senior Planner	4,307	4,523	4,749	4,986	5,236
proposed range	4,223	4,434	4,656	4,889	5,133
current range	4,473	4,697	4,932	5,178	5,437
Community Improvement Manager	4,317	4,533	4,760	4,998	5,248
proposed range	4,233	4,444	4,667	4,900	5,145
current range	3,357	3,525	3,702	3,887	4,081
Chief Building Inspector	4,876	5,120	5,376	5,645	5,927
proposed range	4,781	5,020	5,271	5,534	5,811
current range	4,473	4,697	4,932	5,178	5,437
Accounting Manager	4,715	4,951	5,199	5,458	5,731
proposed range	4,623	4,854	5,097	5,351	5,619
current range	4,327	4,543	4,770	5,009	5,259

Pg. 1

Classification	Proposed Salary Range w/cola				
	A	B	C	D	E
Accountant II	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	3,747	3,934	4,131	4,337	4,554
Accountant I	3,242	3,404	3,574	3,753	3,940
proposed range	3,178	3,337	3,504	3,679	3,863
current range	3,257	3,420	3,591	3,770	3,959
Revenue Manager	4,100	4,305	4,520	4,746	4,984
proposed range	4,020	4,221	4,432	4,653	4,886
current range	3,257	3,420	3,591	3,770	3,959
Purchasing Officer	4,100	4,305	4,520	4,746	4,984
proposed range	4,020	4,221	4,432	4,653	4,886
current range	3,745	3,933	4,130	4,337	4,554
Fire Division Chief	5,641	5,923	6,219	6,530	6,856
proposed range	5,530	5,807	6,097	6,402	6,722
current range	4,839	5,082	5,337	5,604	5,885
Fire Battalion Chief	4,905	5,150	5,408	5,678	5,962
proposed range	4,809	5,049	5,302	5,567	5,845
current range	4,182	4,391	4,610	4,841	5,083
Senior Human Resource Analyst	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	3,746	3,933	4,130	4,336	4,553
Risk Manager	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	4,155	4,363	4,581	4,810	5,051
Supervising Librarian	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	3,778	3,967	4,165	4,373	4,592
Children's Librarian	3,553	3,731	3,917	4,113	4,319
proposed range	3,483	3,657	3,840	4,032	4,234
current range	3,508	3,683	3,868	4,061	4,264
Police Captain	5,301	5,566	5,844	6,136	6,443
proposed range	5,301	5,566	5,844	6,163	6,443
current range	5,199	5,459	5,732	6,019	6,320
Police Lieutenant	4,610	4,840	5,082	5,336	5,603
proposed range	4,610	4,840	5,082	5,336	5,603
current range	4,492	4,717	4,952	5,200	5,460
Police Sergeant (NE)	4,008	4,209	4,419	4,640	4,872
proposed range	4,008	4,209	4,419	4,640	4,872
current range	3,880	4,074	4,278	4,491	4,716
Police Volunteer Supervisor	3,114	3,270	3,433	3,605	3,785
proposed range	3,053	3,206	3,366	3,534	3,711
current range	2,679	2,813	2,953	3,101	3,256

13.2

Classification	Proposed Salary Range w/cola				
	A	B	C	D	E
Fleet and Facilities Manager	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	4,393	4,613	4,844	5,086	5,340
Transportation Manager	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	3,613	3,794	3,984	4,183	4,392
City Engineer	5,609	5,889	6,184	6,493	6,818
proposed range	5,499	5,774	6,063	6,366	6,684
current range	5,501	5,776	6,064	6,368	6,686
Senior Civil Engineer	4,877	5,121	5,377	5,646	5,928
proposed range	4,782	5,021	5,272	5,535	5,812
current range	4,355	4,572	4,801	5,041	5,293
Street Superintendent	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	4,202	4,412	4,633	4,865	5,108
Water/Wastewater Superintendent	5,095	5,349	5,617	5,898	6,192
proposed range	4,995	5,244	5,507	5,782	6,071
current range	4,622	4,853	5,096	5,350	5,618
Asst Water/WW Superintendent	4,430	4,651	4,884	5,128	5,385
proposed range	4,343	4,560	4,788	5,028	5,279
current range	4,019	4,220	4,431	4,652	4,885
Asst WW Treatment Superintendent	4,430	4,651	4,884	5,128	5,385
proposed range	4,343	4,560	4,788	5,028	5,279
current range	4,019	4,220	4,431	4,652	4,885
Parks Superintendent	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	3,994	4,193	4,403	4,623	4,854
Recreation Supervisor	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	3,076	3,230	3,391	3,561	3,739
Management Analyst I	3,089	3,244	3,406	3,576	3,755
proposed range	3,029	3,181	3,340	3,507	3,682
Management Analyst II	3,553	3,731	3,917	4,113	4,319
proposed range	3,483	3,657	3,840	4,032	4,234
Management Analyst III	4,086	4,290	4,505	4,730	4,968
proposed range	4,006	4,206	4,416	4,637	4,869

Sheet 1 - Current Management Staff Salary Ranges

	Current					
	Low Point		Control Point		High Point	Current Salary
COMM CENTER DIR	\$73,001	\$76,651	\$80,484	\$84,508	\$88,734	\$88,548
COMM DEVEL DIR	\$82,906	\$87,051	\$91,404	\$95,974	\$100,773	\$100,776
DEPUTY CITY MGR	\$75,701	\$79,486	\$83,460	\$87,633	\$92,015	\$92,004
ECON DEV COORD	\$60,941	\$63,989	\$67,188	\$70,547	\$74,075	\$74,076
ELEC UTIL DIR	\$89,001	\$93,451	\$98,124	\$103,030	\$108,182	\$107,928
FINANCE DIR	\$77,965	\$81,863	\$85,956	\$90,254	\$94,766	\$94,776
FIRE CHIEF	\$80,512	\$84,537	\$88,764	\$93,202	\$97,862	\$93,204
HUMAN RES DIR	\$73,165	\$76,823	\$80,664	\$84,697	\$88,932	\$84,696
PARKS & REC DIR	\$73,001	\$76,651	\$80,484	\$84,508	\$88,734	\$88,740
POLICE CHIEF	\$86,803	\$91,143	\$95,700	\$100,485	\$105,509	\$100,488
PUBLIC WORKS DIR	\$86,857	\$91,200	\$95,760	\$100,548	\$105,575	\$105,564
INFO SYS MANAGER	\$56,871	\$59,714	\$62,700	\$65,835	\$69,127	\$69,132

Prepared February 14, 2001

**Sheet 2 - City Council Recommendation - Management Staff Salary Ranges
based on Control Point set at 5% below the mean of survey cities**

	Recommended				
	Low Point		Control Point		High Point
COMM CENTER DIR	\$87,697	\$92,082	\$96,686	\$101,520	\$106,596
COMM DEVEL DIR	\$88,495	\$92,920	\$97,566	\$102,444	\$107,566
DEPUTY CITY MGR	\$84,452	\$88,675	\$93,109	\$97,764	\$102,652
ECON DEV COORD	\$70,976	\$74,525	\$78,251	\$82,164	\$86,272
ELEC UTIL DIR	\$99,341	\$104,309	\$109,524	\$115,000	\$120,750
FINANCE DIR	\$84,286	\$88,501	\$92,926	\$97,572	\$102,451
FIRE CHIEF	\$87,904	\$92,299	\$96,914	\$101,760	\$106,848
HUMAN RES DIR	\$77,776	\$81,665	\$85,749	\$90,036	\$94,538
PARKS & REC DIR	\$87,697	\$92,082	\$96,686	\$101,520	\$106,596
POLICE CHIEF	\$93,139	\$97,796	\$102,686	\$107,820	\$113,211
PUBLIC WORKS DIR	\$89,811	\$94,302	\$99,017	\$103,968	\$109,166
INFO SYS MANAGER	\$60,351	\$63,369	\$66,537	\$69,864	\$73,357

Prepared February 14, 2001

Sheet 3 - City Manager Recommendation - Management Staff Salary
Ranges based on Control Point set at the mean of survey cities

	Recommended				
	Low Point		Control Point		High Point
COMM CENTER DIR	\$92,079	\$96,683	\$101,517	\$106,593	\$111,922
COMM DEVEL DIR	\$92,915	\$97,561	\$102,439	\$107,561	\$112,939
DEPUTY CITY MGR	\$88,673	\$93,107	\$97,762	\$102,650	\$107,783
ECON DEV COORD	\$74,530	\$78,256	\$82,169	\$86,277	\$90,591
ELEC UTIL DIR	\$99,341	\$104,309	\$109,524	\$115,000	\$120,750
FINANCE DIR	\$88,496	\$92,921	\$97,567	\$102,445	\$107,568
FIRE CHIEF	\$92,296	\$96,910	\$101,756	\$106,844	\$112,186
HUMAN RES DIR	\$81,664	\$85,748	\$90,035	\$94,537	\$99,264
PARKS & REC DIR	\$92,079	\$96,683	\$101,517	\$106,593	\$111,922
POLICE CHIEF	\$97,792	\$102,682	\$107,816	\$113,207	\$118,867
PUBLIC WORKS DIR	\$94,302	\$99,017	\$103,968	\$109,166	\$114,625
INFO SYS MANAGER	\$63,369	\$66,537	\$69,864	\$73,357	\$77,025

Prepared February 14, 2001

Council Appointee Salary Survey

Top Steps of Salary Ranges (actual salaries are shown if steps do not exist)

November, 2001

1

2

3

CITY	Population	City Manager	City Attorney	City Clerk
1 STOCKTON	247,300	\$164,616	\$138,780	\$85,968
2 MODESTO	188,300	\$152,304	\$134,616	\$86,316
3 VISALIA	96,800	\$140,513	n/c	n/c
4 FAIRFIELD	95,300	\$140,699	n/c	n/c
5 VACAVILLE*	91,500	\$152,466	\$149,177	n/c
6 REDDING	79,600	\$162,000	\$150,000	\$68,520
7 ROSEVILLE*, **	74,200	\$149,514	\$139,571	\$93,657
8 CLOVIS	70,700	\$102,996	n/c	n/c
9 MERCED	63,300	\$125,000	\$125,000	n/c
10 DAVIS	58,600	\$120,000	n/c	\$78,474
11 CHICO	55,400	\$133,654	\$123,355	\$90,944
12 TRACY	54,200	\$132,144	\$128,832	n/c
13 TURLOCK	53,500	\$111,648	\$115,620	n/c
14 MANTECA*	49,500	\$117,756	n/c	\$61,800
15 WOODLAND	46,300	\$123,000	n/c	\$63,828

LODI	58,600	\$118,000	\$115,000	\$63,246
------	--------	-----------	-----------	----------

Mean of Top Steps
or Actual Salary:

\$133,121

\$133,271

\$77,648

Difference:

\$15,121

\$18,271

\$14,402

Percent Increase Req'd
to get to the Mean:

12.81%

15.89%

22.77%

* these cities have PERS Pickup for some or all positions - salary figures have been reduced by 7%

**Roseville will increase salaries (and City Clerk's range) for all positions by 4% on 12/29/2001

filed 7-17-02

City of Lodi MOU Terms

Group	Start Date	Expiration Date	Term
International Brotherhood of Electrical Workers	February 9, 1998	December 31, 2002	4 years
United Firefighters of Lodi	July 1, 1998	June 30, 2003	5 years
Maintenance and Operator's Unit	September 14, 1998	June 30, 2003	5 years
General Services Unit	July 13, 1998	June 30, 2003	5 years
Confidential Group (tracks with General Services MOU)	July 13, 1998	June 30, 2003	5 years
Police Officers Association of Lodi	October 4, 1999	October 10, 2004	5 years
Police Mid-Management (tracks with Police Officers Association MOU)	October 4, 1999	October 10, 2004	5 years
Lodi Police Dispatcher's Association	November 1, 1999	November 7, 2004	5 years
Mid-Management (there is no MOU)	n/a	n/a	year-to-year
Management (there is no MOU)	n/a	n/a	year-to-year
Council Appointees (there is no MOU)	n/a	n/a	year-to-year
City Council Members	n/a	n/a	year-to-year